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OFFICE OF DIVERSITY AND INCLUSION

Disparity Study Implementation

June 22, 2021

2021 Disparity Study Implementation

- Disparity Study Findings
- Engagement Process
- Key Program Elements
- Next Steps – City Council Adoption
- Program Implementation

Disparity Study Process Overview



MASON TILLMAN
ASSOCIATES, LTD

- Disparity Study commissioned in 2017
- Disparity Study objectives
 - Determine if statistically significant disparity exists
 - Ascertain practices affecting any documented statistical disparity
 - Provide detailed race-neutral program recommendations
 - Prepare a report with narrowly tailored race-specific remedies.



Disparity Study Findings

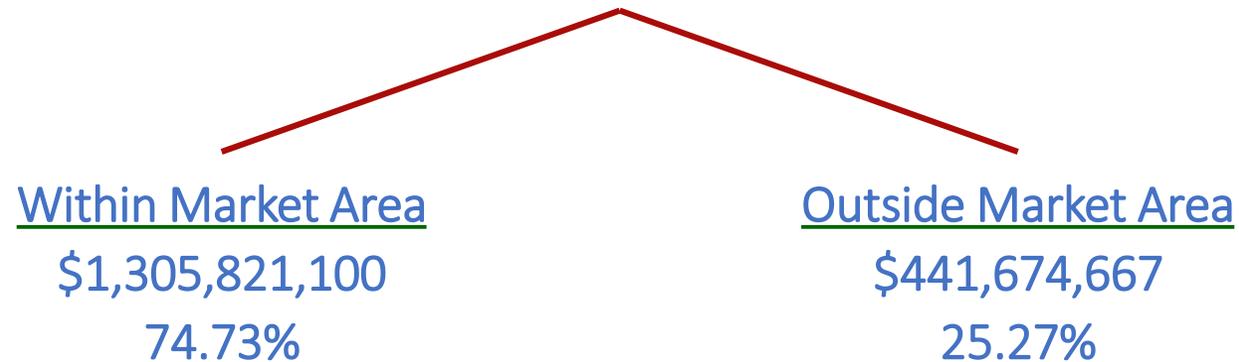
January 1, 2012 – December 31, 2015

City of Columbus Market Area

January 1, 2012 – December 31, 2015

Market Area: Franklin County

Total Dollars Awarded



Highly Used Prime Contractors by Industry

Total Construction Prime Contracts

Vendors	Total Dollars	Percent of Dollars	Number of Contracts
15 Highly Used Vendors	\$683,710,963	69%	162
220 Vendors	\$301,962,593	31%	841
235 Total Vendors	\$985,673,556	100%	1,003

Professional Services Prime Contracts

Vendors	Total Dollars	Percent of Dollars	Number of Contracts
23 Highly Used Vendors	\$285,879,443	70%	360
472 Vendors	\$123,781,373	30%	2,103
495 Total Vendors	\$409,660,816	100%	2,463

Goods and Services Prime Contracts

Vendors	Total Dollars	Percent of Dollars	Number of Contracts
89 Highly Used Vendors	\$246,799,675	70%	4,867
1,035 Vendors	\$105,361,720	30%	12,639
1,124 Total Vendors	\$352,161,395	100%	17,506

127 highly used vendors received \$1,216,390,081 and controlled 70% of total prime contract dollars.
 127 highly used vendors represent 7% of all utilized vendors.

Dollars MWBEs Lost by Industry

CONSTRUCTION

African Americans	\$21,459,308
Asian Americans	\$3,589,815
Hispanic Americans	\$2,309,461
Native Americans	\$2,092,878
Caucasian Females	\$5,214,363

PROFESSIONAL SERVICES

African Americans	\$13,931,697
Hispanic Americans	\$1,683,577
Native Americans	\$387,034
Caucasian Females	\$9,687,145

GOODS AND SERVICES

African Americans	\$6,107,442
Asian Americans	\$1,397,878
Hispanic Americans	\$192,910
Native Americans	\$270,412
Caucasian Females	\$1,632,990

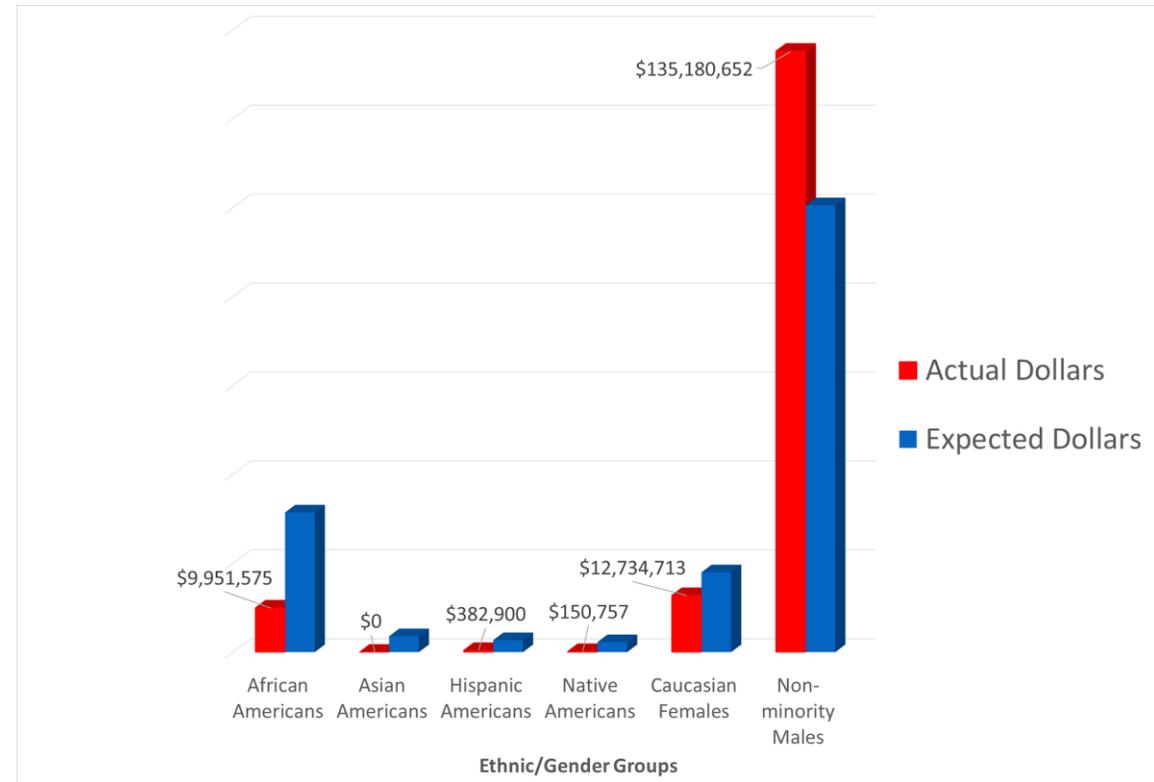
TOTAL DOLLARS MWBEs LOST

\$69,171,880

Key Findings: Formal Construction Prime Contracts Over \$100,000

All Construction Contract Awards:

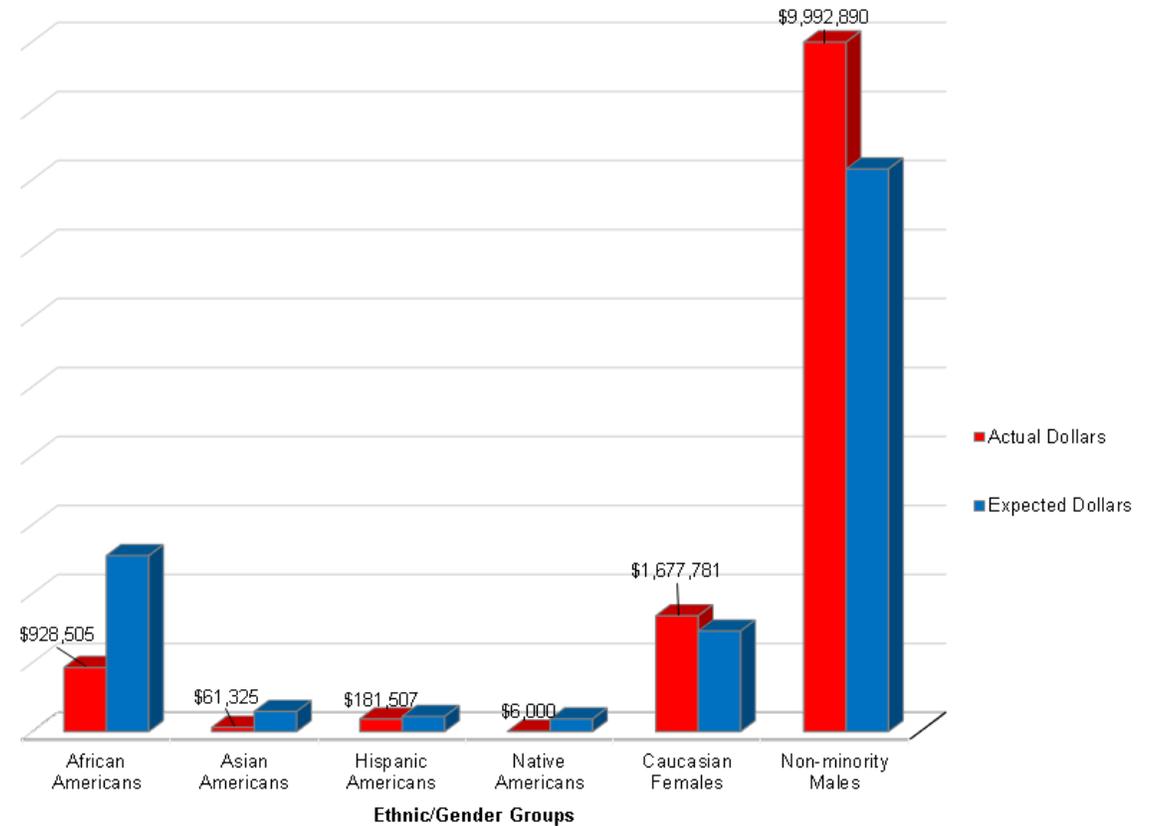
- African Americans: 1.41%
- Asian Americans: 0.01%
- Hispanic Americans: 0.06%
- Native Americans: 0.02%
- Caucasian Females: 2.71%
- Non-minority Males: 95.80%



Key Findings: Informal Construction Prime Contracts Awarded \$100,000 and Under

All Informal Construction Contract Awards:

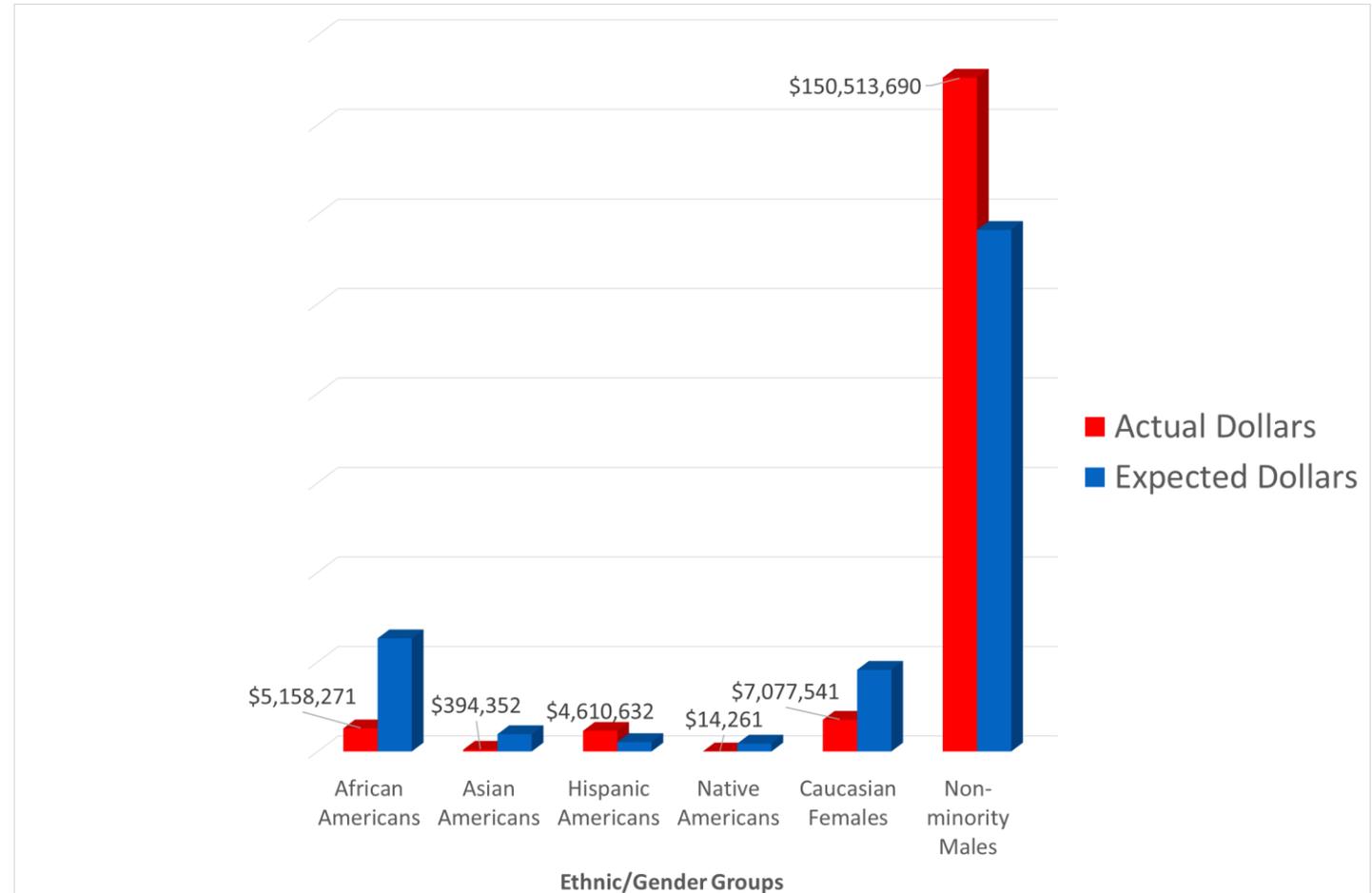
- African Americans: 7.23%
- Asian Americans: 0.48%
- Hispanic Americans: 1.41%
- Native Americans: 0.05%
- Caucasian Females: 13.06%
- Non-minority Males: 77.78%



Key Findings: Construction Subcontracts

Construction Subcontract Awards:

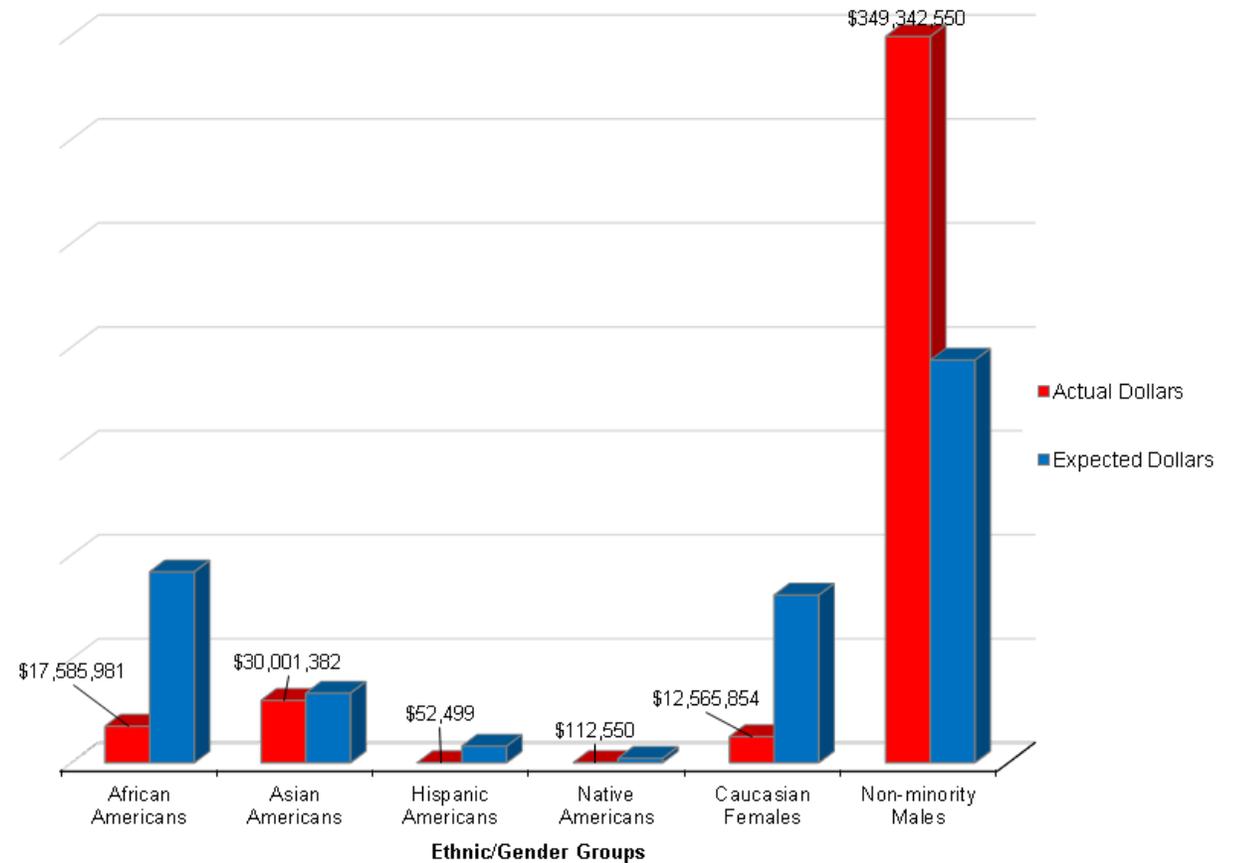
- African Americans: 3.07%
- Asian Americans: 0.24%
- Hispanic American: 2.75%
- Native Americans: 0.01%
- Caucasian Females: 4.22%
- Non-minority Males: 89.71%



Key Findings: Formal Professional Services Prime Contracts Over \$50,000

All Professional Services Contract Awards:

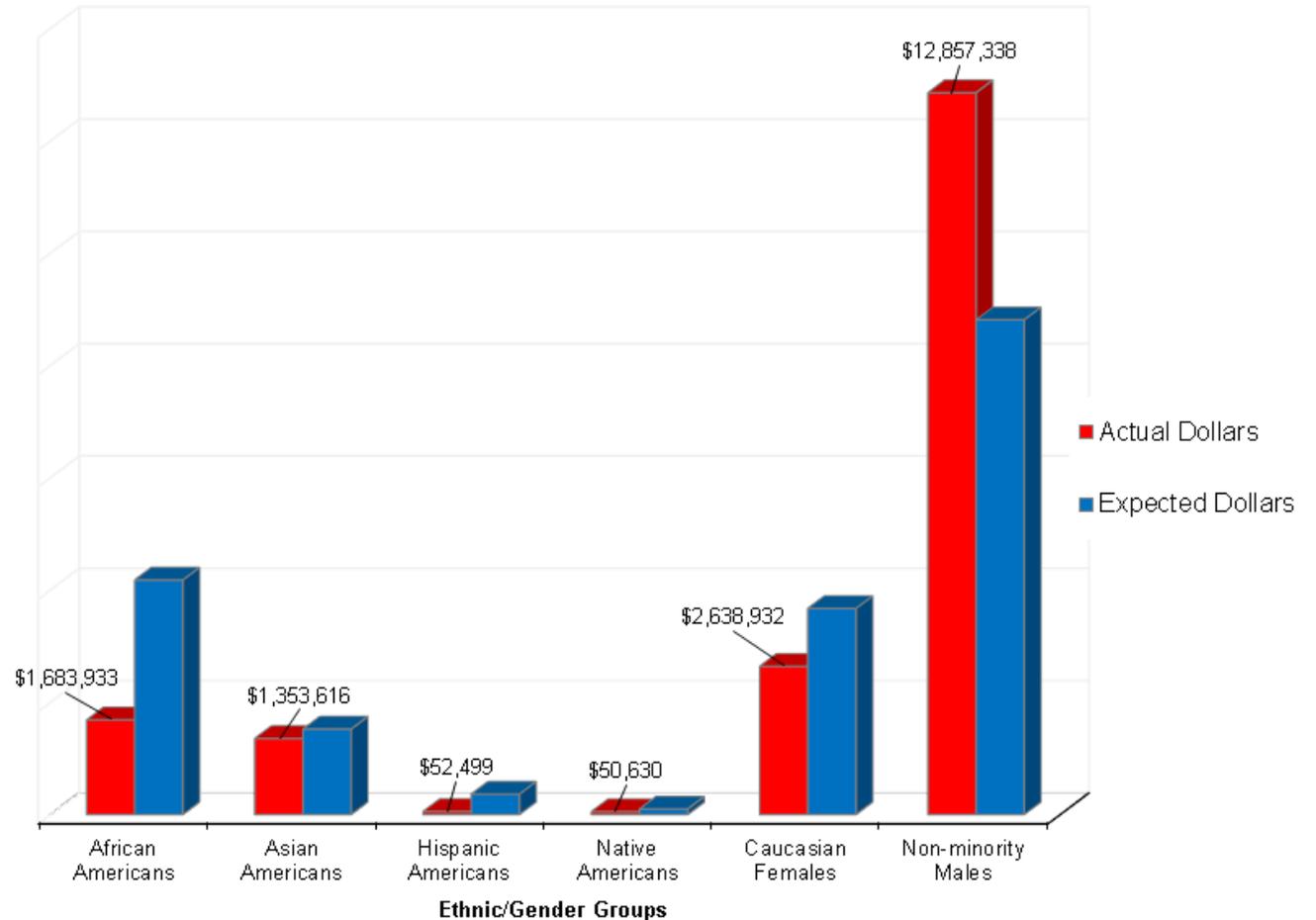
- African Americans: 4.29%
- Asian Americans: 7.32 %
- Hispanic Americans: 0.01%
- Native Americans: 0.03 %
- Caucasian Females: 3.07%
- Non-minority Males: 85.28%



Key Findings: Informal Professional Services Prime Contracts \$50,000 and Under

All Informal Professional Services Contract awards:

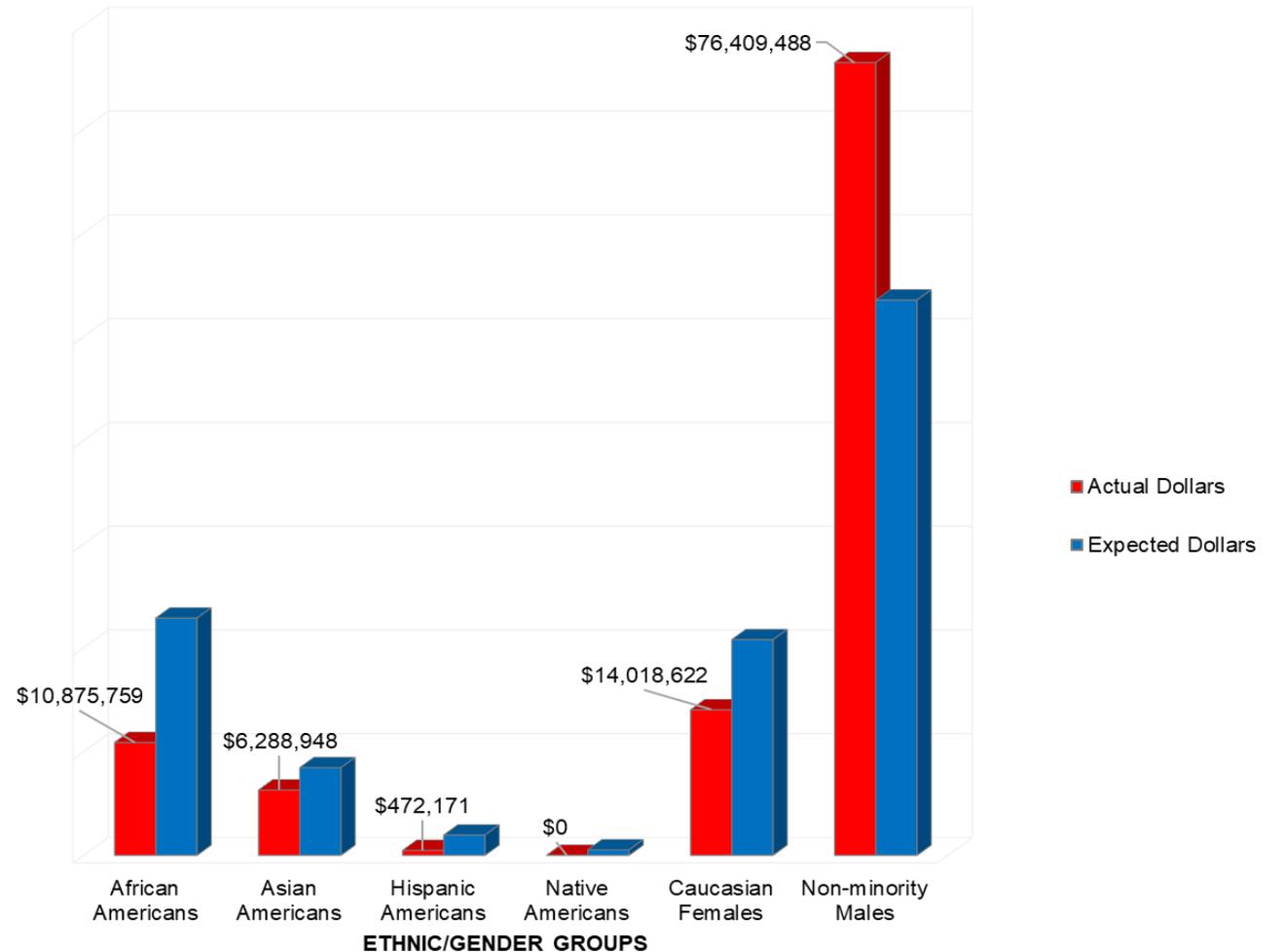
- African Americans: 9.04%
- Asian Americans: 7.26%
- Hispanic Americans: 0.28%
- Native Americans: 0.27 %
- Caucasian Females: 14.16%
- Non-minority Males: 68.99%



Key Findings: Professional Services Subcontracts

Professional Services Subcontract Awards:

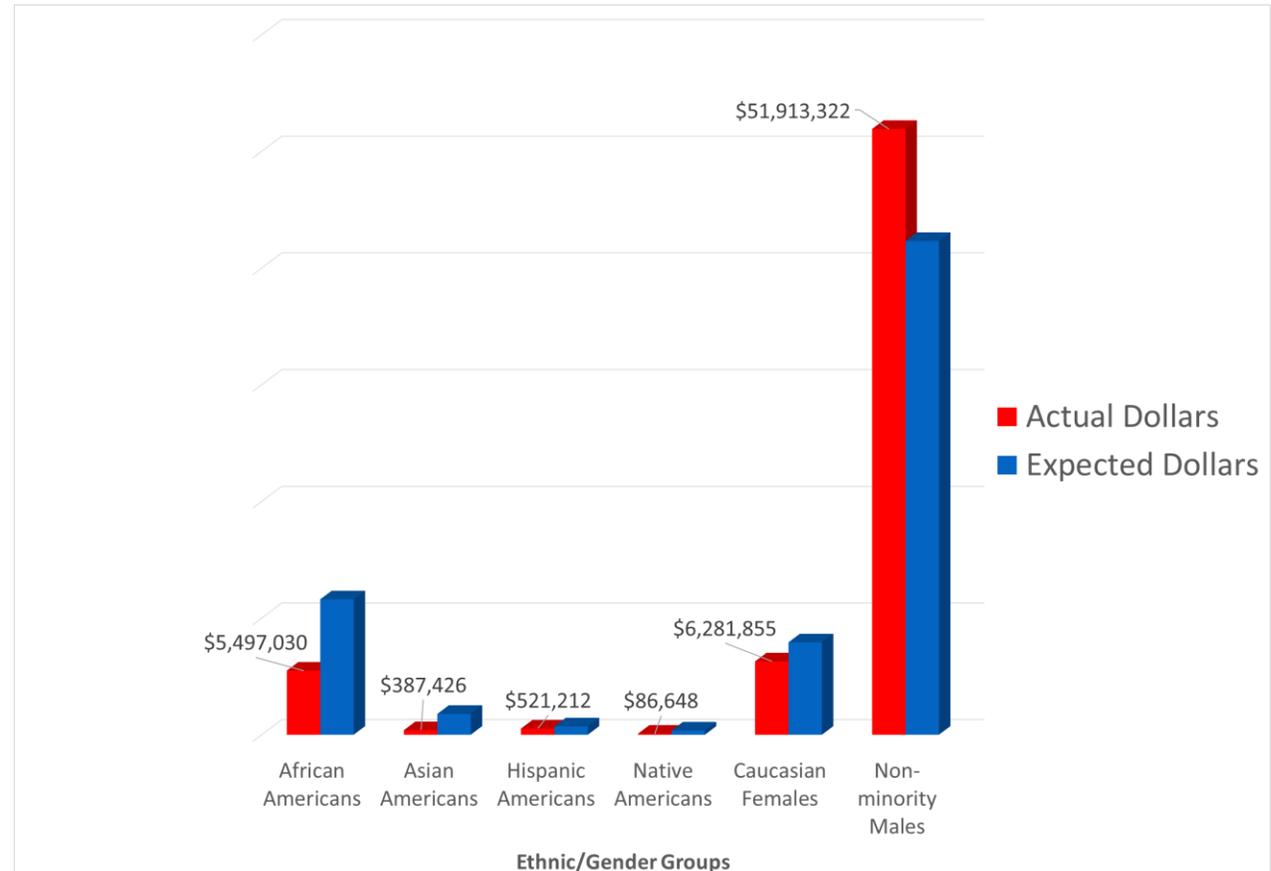
- African Americans: 10.06 %
- Asian Americans: 5.82 %
- Hispanic American: 0.44 %
- Native Americans: 0.00 %
- Caucasian Females: 12.97 %
- Non-minority Males: 70.71 %



Key Findings: Formal Goods and Services Prime Contracts Over \$20,000

All Goods and Services Contract Awards:

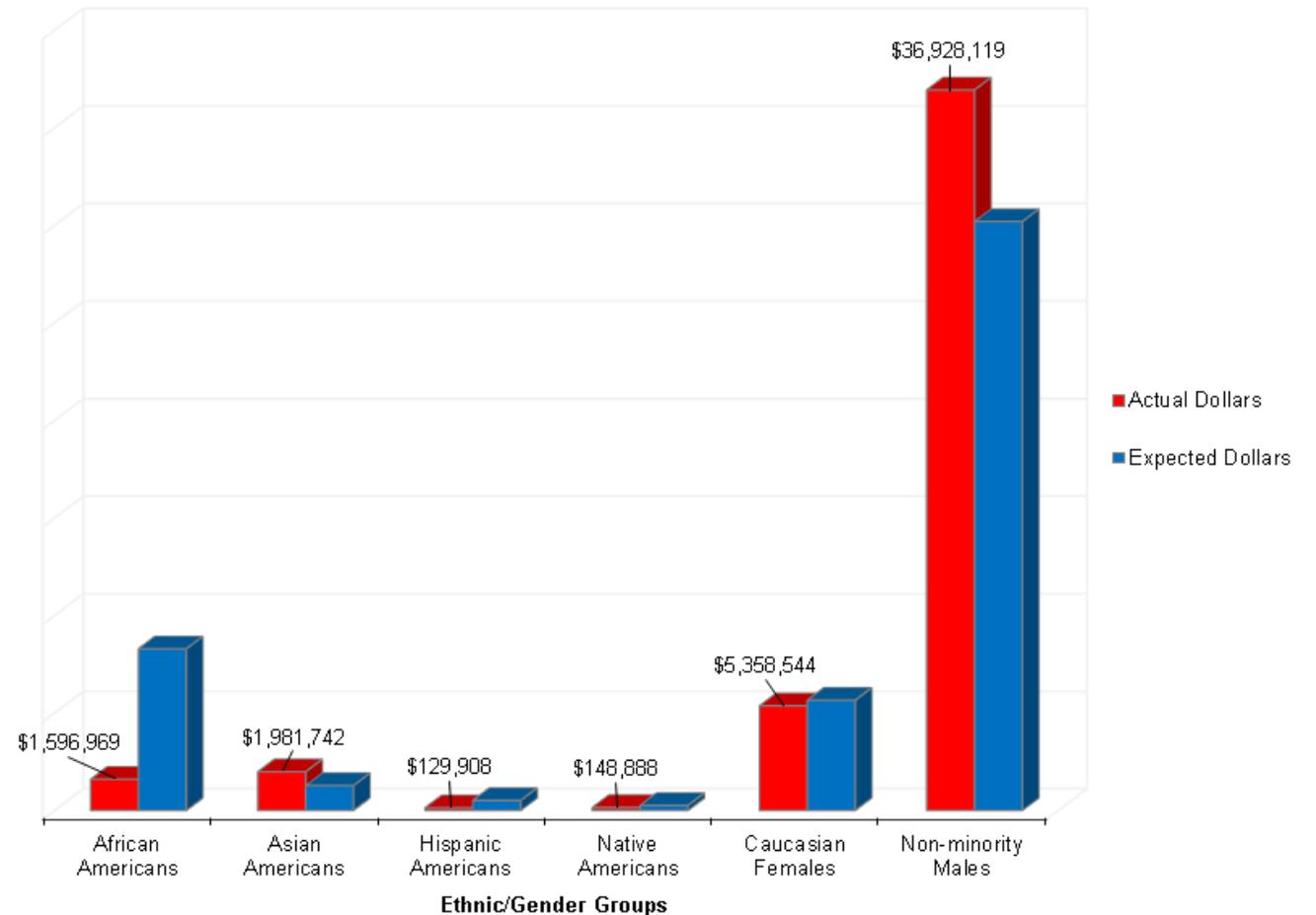
- African Americans: 3.92%
- Asian Americans: 1.25%
- Hispanic Americans: 0.18%
- Native Americans: 0.07%
- Caucasian Females: 6.13%
- Non-minority Males: 88.45%



Key Findings: Informal Goods and Services Prime Contracts \$20,000 and Under

All Informal Goods and Services Contract Awards:

- African Americans: 3.46 %
- Asian Americans: 4.29 %
- Hispanic Americans: 0.28%
- Native Americans: 0.32 %
- Caucasian Females: 11.61 %
- Non-minority Males: 80.03 %



Disparity Study Conclusions

- Disparity documented in the award of construction prime and subcontracts
- Disparity documented in the award of professional service prime and subcontracts
- Race and gender-conscious goals, evaluation points and discounts recommended
- Race and gender-neutral best management practices recommended

MWBE Goals – Limited to Groups with Disparity

Industry	Eligible MBEs	Overall MBE Goal	Overall WBE Goal
Professional Services	African Americans	25%	19%
	Caucasian Females		
	All Minority Females		
Construction	All certified MWBEs except Hispanic Males	19%	11%



Study Recommendations Review Process

Internal and External Stakeholders Consensus Building Background

- July 2019, Columbus City Council accepted disparity study findings
- Office of Diversity and Inclusion instructed to develop an implementation plan to address the documented disparities
- External and internal stakeholder groups rules of engagement established

Components of Engagement Process



Internal Stakeholder Engagement

- Development
- Finance & Management
- Public Safety
- Public Service
- Public Utilities
- Recreation & Parks
- City Attorney

External Stakeholder Engagement

- AACG
- NAACP
- COMTO
- NAMCO
- ODI Advisory Council
- WSBA
- NAWBO

Peer City Review

- Atlanta
- Charlotte
- Chicago
- Cincinnati
- Cleveland
- Houston
- Pittsburgh
- Philadelphia
- San Diego

Internal and External Stakeholders Consensus Building

- Each stakeholder group deliberated April to September 2020
 - Recommendations from Disparity Study reviewed and prioritized
 - Peer cities' best management practices incorporated
 - Blueprint for the MWBE program standards drafted



Charting a New Path Forward

Introducing Increase Diversity!



The City of Columbus Increase Diversity Program reflects our commitment to equity in the procurement process, the recognition of the value of a diverse supplier base, and the positive impact supplier diversity has on both City government operations and the greater Columbus community.



The City of Columbus Increase Diversity Program is a comprehensive approach to address disparities in the City's contracting procedures, and to make an affirmative contribution to the growth and development of small, minority and women-owned business enterprises in Central Ohio.

Race and Gender-Neutral Recommendations

- Establish SLBE Sheltered Market Program
- Unbundle large and multi year projects
- Implement small contracts bond waiver standards
- Enhance certification process
- Expand business outreach program
- Monitor subcontract payments and awards

Race and Gender-Conscious Recommendations

- MBE/WBE construction and professional service subcontract goals
- Good Faith Efforts standards as waiver provision
- Professional services incentive credit
- Construction bid discount
- Goods and services bid discount

Next Steps

July 2021

- Seek City Council adoption of revisions to City of Columbus Municipal Code

July - December 2021

- Operationalize the MWBE Program Manual
- Update procurement procedures and solicitation documents to support the manual

October-November 2021

- Conduct City of Columbus staff training

January 2022

- Program effective date

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THANK
YOU

Merci!

¡Gracias!

Спасибо!

THE CITY OF
COLUMBUS
ANDREW J. GINTHER, MAYOR

OFFICE OF DIVERSITY
AND INCLUSION



MASON TILLMAN
ASSOCIATES, LTD